ditions precedent of granting license is the production of a sanitary certificate and I naturally thought that a provision of water supply is one of the conditions to be fulfilled for getting a sanitary certificate.

Mr. T. S. Balarama Ayyar.—I do not want to press this motion. The mere presence of a well will not do. I know there are wells but there are no proper vessels to lift water. What is the good of wells being there if there are no vessels to lift water. I know it as a matter of fact,—you can take it from me that in the C. M. S. School there was a well, but there was no vessel. When it was brought to the notice of the authorities they made the necessary arrangements. Again, the presence of a well is not a condition that satisfies the Factory Regulation. The Government is not satisfied if the factory owner says "Well, there is a well here in the factory premises". The provision is that the factory owner must provide an adequate supply of water and the quantity per head is given as two gallons, one half being suitable for drinking purposes and the other half for washing purposes. In the factory the workers are supposed to work for about 10 hours. In schools the children have to remain only for five hours. So when the Dr., the Member behind me, wanted to change the figure from two to one I immediately agreed to that. I do not think anybody has a right to tell the students "You ought not to be thirsty in other than summer months". So the provision of water during summer months alone won't do. There must be an adequate provision for supply of water suitable for drinking purposes all round the year and want of funds should not also form an excuse. I do not think there is any more important thing than providing this, i. e., drinking water. I have brought the matter to the notice of the House and it is for the Government to do the necessary in the matter. I have done my duty. I beg to withdraw the resolution.

Resolution was, by leave, withdrawn.

10. Revision of the pay of the clerks in the Registration Department

* **Mr. P. Govinda Menon.**— "*This Council recommends to the Government that the Government be pleased to revise and standardise the pay of the clerks and the head clerks in the*

* Speech not corrected by the Hon. Member.

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Registration Department so as to give them Rs. 25—3—40 and Rs. 40—4—60 respectively as in the other departments of the State".

Sir, in support of the resolution I do not want to make a long speech. This is a subject which has engaged the attention of this House for the last four or five years and by means of interpellations, resolutions and cut motions this House has brought to the attention of the Government the grievances which the servants of this Department are subject to. It was only in the last Vrischigam session of this Council that a unanimous resolution was passed by this House on identical lines. That resolution was passed without a division. But the Government did not find it possible to accept that resolution. I have brought this resolution once again in this House to intimate to the Government that the orders passed upon this resolution rejecting the principle underlying it is not acceptable to this House and that the orders of the Government have kept a very large number of Government servants discontented. This House also feels that the orders passed by the Government upon the Resolution are not correct. For the information of the Hon'ble Members of this House who have not followed the discussion in the last session I will try to give the reasons in brief which I think will persuade them to support the principle underlying this Resolution.

First of all, I may inform the Hon'ble Members of this House that the clerks in the Registration Department are now receiving invidious treatment in that the scale of Rs. 25—40 which the clerks in the other Departments of the State are receiving is not given to them. The Head clerks are not getting the ordinary scale of salary, viz., Rs. 40—60, which the Head Clerks in the other Departments are getting. Now the clerks in the Registration Department are, in the point of qualification, in the point of responsibility and in the nature of the work they are turning out, similary placed as the clerks in other Departments. Before the revision of pay which took place four or five years ago there was not this invidious distinction between the clerks in the Registration Department and the clerks in the other Departments of the State. I submit that this distinction came into being because of one accident, that accident being that the Special Finance Committee was constituted by the Government and in the recommendations of that Committee they opined that the clerks of the Registration Department are doing the work of copyists and that they are not clerks. That opinion of the Finance Committee was not

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accepted by the Government because the Government thought that they are clerks. But consistent with the collusion of the Government the Government did not give them the same scale as clerks in the other Departments are getting. The Registration Department is a Department the servants of which have not got very many chances of promotion. In answer to an interpellation by me the Government replied that they have ceased the practice of promoting the Head Clerks of the Registry Offices to the post of Registrars. A few years back the Head clerks in the Registry Offices were being promoted in the order of seniority to the post of Registrar. That was an opening into which these Head Clerks of the Registration Department could reasonably aspire to be promoted. But now, it seems, the policy of the Government is not to give such promotions. Unless the vacancies that arise are short it is the policy of the Government not to promote the Head Clerks to the post of Registrars. If the Head Clerks of these Registry Offices could efficiently, as admitted by the Government the other day, discharge the functions of the Registrar in short term vacancies I see no reason why the Government could not promote them when the vacancy is of a longer duration. In the neighbouring State of Travancore and in British India I understand that a fixed percentage of posts of Registrars is reserved to be filled up by giving promotions to the Head clerks. The Government said that they are not aware of that practice. But the printed proceedings of this Council would show that the Government are aware of it. This, I humbly beg to state, is a very step-motherly attitude shown towards a number of the Government servants. To see that a section of the Government servants are left discontented, to leave them without any further scope for promotion, is a very injurious policy. I wanted to submit these things in order to show you, Sir, that in the Registration Department unlike as in other Departments the scope for promotion is very limited and the scope for having transfer is very rare and it is in such a Department that this invidious distinction is allowed to exist.

I understand that ever since this invidious distinction was allowed to come into being the clerks of the Registration Department had been submitting memorials after memorials to the Government. I submit that this order of the Government may be reconsidered. Neither the prestige of the Government nor the question of finance should stand in the way of redressing the legitimate grievances of these officers. There is no reason why these officers should be treated on a different footing.

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Then, referring to the question of finance, I beg to submit that that question cannot stand in the way of the Government doing justice to their own servants. I understand that there are very many ways in which retrenchment can be effected in the Department. I think there are too many Registry Offices in the State now. Many Registry Offices are actually suffering for want of work. Many offices can be managed by Head Clerks.

In order to redress the grievances of this large section of Government servants I humbly submit to you, Sir, that you may be pleased to reconsider the order that has been passed rejecting a resolution unanimously passed by this House on a previous occasion. I would also bring to your notice that we are not generally for the increase of the salary of these Government servants. This House has been crying to cut down the salary of Government servants. It is because we feel that in this particular case this particular class of Government servants has been treated in a rather step-motherly fashion, it is because we feel that the nature and responsibility of the work and the qualification of these clerks are similar to that of the clerks in other Departments, that I bring this resolution before this House. I request all the Hon'ble Members of this House to vote for the resolution and also request the Government to consider favourably the request contained in this resolution.

Mr. P. Kumaran Ezhuthassan.—Mr. President Sir, in seconding this Resolution I do not wish to reiterate the argument in support of the resolution advanced by my Hon'ble friend, who moved the resolution. I have only to draw the kind attention of the new Diwan to the fact that the reasons given out by the Government to support their erroneous position of keeping up a distinction between the clerks of this Department and the clerks of other Departments are all collected in a discussion on the subject about this time last year. I would only invite the attention of the Diwan before passing orders on this resolution to read pages 382 to 393 of the Council report of the Vrischigam session of last year. The arguments in support with facts and figures and the additional expenditure which the Government will have to incur on that score are all collected there. I shall not characterise the nature of the defence then put up by the Government. I will only say, and I think my opinion will be supported by facts, that it is a most shabby defence. I feel that a lapse of twelve months will probably have improved the position of the Government to some extent.

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When passing orders upon the report of the Special Finance Committee which was instituted by this House to standardise the pay of the whole service—I lay emphasis upon the expression "standardise" — Government took its stand on one isolated sentence in the report that the clerks in the Registration Department are not really clerks and that they are technically copyists and on that technical difference they recommended for this class of technical copyists a grade of pay, viz-. 25—30 as distinguished from 25—40 that was recommended for clerks in other departments. Soon after that report was published the Government was pleased to call a special meeting of this House consisting of three days where the whole report of the committee was discussed and the Council report will show what the opinion of this House in 1104 was. In 1104 Kanni 1 was that this report was discussed. This Council has in emphatic terms expressed then that this distinction attempted to be drawn by the committee members is one which cannot stand. In passing their belated orders on the report the Government seem to have made these observations: "About clerks in the Registry Offices, excepting the Head Clerks, the Committee remarks that they are only copyists and so it does not propose to bring them within the scale of pay recommended for the generality of clerks. Against this a large number of petitions have been received from these clerks. The Superintendent recommends the representation of the clerks for favourable consideration and points out how the view taken by the committee is incorrect being based on incomplete information. It may be that the transcription of documents represents the bulk of their work, but the accuracy demanded in the transcription into the Register volume is a task requiring care and caution. The process of Registration has to be completed as expeditiously as possible, as otherwise parties will be put to inconvenience and hardship. These clerks have therefore often to work extra hours to complete the process of registration. Transcription of documents into the register volumes is not quite exactly of the same nature as the copying of judgments and depositions in civil and criminal courts. Prior to 1095 when the copyists in the civil and criminal courts were getting only Rs. 12 the pay of the Registry offices clerks was fixed at Rs. 15. In the general revision of 1095 no distinction was drawn between clerks of registry offices and those of other offices. Unlike a copyist in court the clerks in registry offices have other miscellaneous items of clerical work to attend to."

These observations of a competent authority are significant.

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I have no complaint regarding the position that was established in the general revision of 1095. It was thought by the authorities then in power that there is no necessity for putting down the clerks of the civil and magisterial courts and they were brought on to the level of registry office clerks. On the strength of the report of the Special Finance Committee this distinction which was done away with is attempted to be established again, but to the prejudice of registry office clerks. The order continues:—"Unlike the copyists in courts the clerks in Registry offices have other miscellaneous items of work to attend to". "This is also the prayer of the clerks. But for Head clerks in most of the Registry offices the committee proposes only the same scale of 25—40. At present the clerks get Rs. 20 and 25. These will be modified to Rs. 25—30". Look at the absurdity or of want of any argument for fixing the pay of clerks at 25—30. It is a most absurd position for the Government to take up. I am sure that that absurd position will certainly be given up and an order consistent with the argument adverted to will soon be passed.

Then with regard to the pay of the Head Clerks. There also an invidious distinction is kept by the Government. In the category of Head clerks which number 26 ten are getting 40—60 and all the remaining sixteen get 25—40. It was attempted by the Government to support that distinction on the ground that these Head Clerks on 40—60 work in the Headquarter offices where there is a larger volume of work to do. On representations being made in this House that though one class of persons work in the Headquarter offices and the others in the moffusil offices still they have to turn out almost the same work—that position was made clear by the House and was also accepted by the Government—they made the pay of the Head Clerks personal. So there is no headquarter headclerk and moffusil head clerk now. Now we can see one headclerk on the scale of 40—60 working in the moffusil office while one on Rs. 25—40 working in the headquarter office. Therefore, the argument that pay is fixed according to the volume of work is also gone. Now, there is no argument for the Government to advance regarding the distinction in the pay of a set of officers doing the same work. That they must draw two grades of pay is an absurd position. Therefore, either for the clerk or the Head clerk Government cannot put up a reasonable defence. Hence I recommend that that the Government may be pleased to accept this resolution and pass immediate orders granting the request of the clerks which is only bare justice.

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Mr. P. V. Subramania Ayyar.—Sir, I am sorry I have to oppose this resolution. We do not question the various arguments put forward by the Hon'ble Member of this House with regard to the comparison between the pay of the clerks in the Registration Department and that in other Departments. It has been admitted in the Special Finance Committee's Report that the nature of the work in the Registration Department is not like that in other Departments. Nobody can deny the fact that in the Registration Department the work of the clerks is mostly to transcribe documents. The other point raised by the Hon'ble Speakers for bringing forward this resolution is that they have to bestow greater attention and care in transcribing documents. That by itself cannot be made a reason for the enhancement of pay of the clerks to bring it in uniformity with the pay of the clerks in other Departments. In the Registry offices clerks when asked to be transferred to other Departments have been hesitating to take up appointments in other Departments unless the pay in the other Department has been substantially higher.

Mr. P. Govinda Menon.—What does it show, Sir?

Mr. P. V. Subramania Ayyar.—I should presume it is due to the nature of the work.

Mr. P. Govinda Menon.—How many instances of such refusal, may I know?

Mr. P. V. Subramania Ayyar.—There has been correspondence to show that clerks in the Registration Department have been very reluctant to go even on promotion to other Departments.

Everybody can understand that in the Registration Department almost all the clerks are under-graduates. I do not deny the fact that under-graduates are appointed to places on Rs. 40—60 and even on Rs. 60—80 in other Departments.

Mr. P. Kumaran Ezhuthassan.—On Rs. 80—100 also.

Mr. P. V. Subramania Ayyar.—That was because these clerks have been trained to do better work and in the nature of things they were considered better to fill up these higher posts than even graduates. I do not think there has been any graduate wanting the place of the Head Clerk in the Registry Offices. Why is it that there had been no graduates in the Registration Department even on Rs. 25—40 and Rs. 40—60? There have been applications from graduates for posts carrying

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salaries ranging between 15 and 20 in other offices. The graduates have been very reluctant to go as clerks in the Registration Department. Otherwise there would have been a good number of graduates recruited to the Registration Department. The Special Finance Committee deliberately put down the pay of the clerks of the Registry Offices to a little less than what was given to clerks in the other Departments.

The other argument is that repeated complaints have been made to this House by the Hon'ble Members and to the Government by the clerks themselves by means of memorials. If loud talk is to have its sway here, who can have any objection to it? If the number of complaints received is to be the basis for consideration of any question in regard to pay, then I think it will be a bad basis that the Government have to go upon.

The question of providing means for the enhancement of salary of clerks by retrenching the number of Registry offices has been raised. If a proposal reducing the number of the existing 28 Registry Offices by one is to be taken up by the Government, there will be a great outburst of criticism on the part of the localities concerned so that the Government will hesitate to reduce by even one the exsisting Registry Offices. The complaint was so much against any such proposal that the Government have found it very difficult to reduce the number of Registry Offices even on sound basis.

With regard to the appointment of the Head Clerks of Registry Offices as Registrars, it will be an experiment which the Government will have to conduct on very risky grounds because the responsibility of the Registrar is so much that to keep an undergraduate as Registrar for a very long time is fraught with danger. I do not mean to decry the honesty or the integrity of the existing Head Clerks. The above is the fundamental principle which the Government have always been keeping in view and this is the principle on which the appointment of Registrars is made. I think I have traversed all the arguments raised by the Hon'ble Speakers and I do not think anything more is necessary to convince this House as to the unreasonableness of the resolution.

* **Mr. P. Govinda Menon.**— Sir, I am sure this is the weakest of the many weak cases which the Government had to support in this House this Session. I sympathise with

* Speech not corrected by the Hon'ble Member.

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the Hon'ble Joint Secretary in his lot in having to shoulder this responsibility. He referred to the reluctance of the clerks in the Registry Offices when they are asked whether they would like to be transferred to other Departments. I submit it is not correct. He has not been able to support it by facts and figures. As a matter of fact I know that they will be very glad to get any such change. He has not been able to advance any argument against this. All the old arguments which have no basis whatsoever have been put forward. I want to press this motion to a division because I want Government to understand that this is a grievance which ought to be redressed.

Resolution was put and carried.

11. Introduction of Montessori School for the education of Children in the State.

Miss P. Meenakshikutty Amma.—*"This Council recommends to the Government that it may be pleased to open for the proper education of the children Montessori Schools in the State atleast in important centres to start with."*

സർ, ഞാൻ ഇവിടെ അവതരിപ്പിച്ചിരിക്കുന്ന പ്രമേയം കുട്ടികൾക്കു ശരിയായ വിദ്യാഭ്യാസം കൊടുക്കുന്നതിനുവേണ്ടി, പ്രധാന കേന്ദ്രങ്ങളിൽ മോണ്ടിസോറി സ്കൂൾ തുടങ്ങണമെന്നാണ്. ഈ പ്രമേയത്തെ ഈ അജൻഡയിൽ കണ്ടിട്ട് ഈ കൌൺസിലിലെ പല മെമ്പർമാരും ഇത് വളരെ പ്രാധാന്യമുള്ള വിഷയമാണ്, ടെക്ക്നിക്കൽ അയിട്ടുള്ളതാണ്, ഇതിനെപ്പറ്റി ഞങ്ങൾക്കു നിശ്ചയമൊന്നുമില്ലല്ലോ എന്നു എന്നോട് ചോദിക്കുകയുണ്ടായി. ഞാൻ ഈ അത്രകാലത്തിനിടയിൽ പോയില്ലായിരുന്നു എങ്കിൽ ഇതിനെസംബന്ധിച്ചു ഒരറിവും ഉണ്ടാകുകയില്ലായിരുന്നു. ഈ മോണ്ടിസോറി സ്കൂൾ ഈ അടുത്തകാലത്തുമാത്രം തുടങ്ങീട്ടുള്ളതാണ്. അതുകൊണ്ടു തന്നെയാണ് ഞാൻ ഇന്നു അതിനെ സംബന്ധിച്ചു സംസാരിക്കണമെന്നു വിചാരിക്കുന്നത്. ഈ മോണ്ടിസോറി സ്കൂളിന്റെ ഉദ്ദേശം മനശ്ശാസ്ത്രത്തെ അടിസ്ഥാനമാക്കി കുട്ടികൾക്കു വിദ്യാഭ്യാസം കൊടുക്കണമെന്നാണ്. മനശ്ശാസ്ത്രവിദഗ്ധന്മാർ പറയുന്നതു നമ്മുടെ ജീവിതത്തിലുള്ള ദശകളിൽ ഏറ്റവും പ്രാധാന്യമേറിയതു ബാല്യദശയാണെന്നാണ്. അതുകൊണ്ടു മനശ്ശാസ്ത്രപ്രകാരം ബാല്യദശയിലാണ് നമ്മുടെ സ്വഭാവരൂപീകരണത്തിനു വേണ്ടതായ പരിശീലനം ലഭിക്കേണ്ടതു. നാം ഒരു കുട്ടിക്കു എപ്രകാരം ബാല്യകാലത്തു ട്രെയിനിംഗ് കൊടുക്കുന്നുവോ, ഏതെല്ലാം ആദർശങ്ങളാണ് കുട്ടിയുടെ മുമ്പാകെ കാണിച്ചു കൊടുക്കുന്നുവോ അതനുസരിച്ചായിരിക്കും ആ കുട്ടിയുടെ മനോവികാസ

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